

DEPARTMENT OF DEFENSE WAGE COMMITTEE
(Appropriated/Nonappropriated Fund)
Summary of 2407th Meeting – October 11, 2016

Purpose of Meeting: To consider the following:

NONAPPROPRIATED FUND

1. Frederick, Maryland (Full Scale)
2. Washington, D.C. (Full Scale)
3. Alexandria/Arlington/Fairfax, Virginia (Full Scale)
4. Prince William, Virginia (Full Scale)
5. Kent, Delaware (Wage Change)

APPROPRIATED FUND

6. Little Rock, Arkansas (Full Scale)
7. Boston, Massachusetts (Full Scale)
8. Boston, Massachusetts (Special Rate) (Full Scale)
9. Portland, Oregon (Full Scale)
10. Oklahoma City, Oklahoma (Wage Change)
11. Wichita Falls, Texas-Southwestern Oklahoma (Full Scale)
12. Washington, District of Columbia (Wage Change)
13. Albany, Georgia (Wage Change)
14. Columbus, Georgia (Wage Change)
15. Charlotte, North Carolina (Wage Change)
16. Tulsa, Oklahoma (Wage Change)
17. Scranton-Wilkes-Barre, Pennsylvania (Wage Change)

ADDED ITEMS

NONAPPROPRIATE FUND

18. Brevard, Florida (Survey Specifications)

APPROPRIATED FUND

19. Wichita Falls, Texas-Southwestern Oklahoma (Addendum to Survey Specifications)

The meeting was closed to the public on the basis of a determination under section 10(d) of the Federal Advisory Committee Act (Public Law 92-463) that the closing is necessary because matters considered relate to the internal personnel rules and practices of the Department of Defense and the wage survey data considered by the Committee in the development of FWS schedule recommendations have been obtained from private industry with the guarantee of confidentiality (5 USC 552b).

Alt. Chairman: Mr. Eric Clayton

Alt. DFO: Mr. Karl Fendt

Members: Ms. Sylvia Webb

Ms. Rosemary Meriwether

Mr. Jason Munro

Regional Chief, Wage & Salary Division

(Army)

(Navy)

(Air Force)

Ms. Deanna Rightmyer (DLA)

Absent

Mr. Dennis Phelps

(AFGE)

(IBEW)

Technical Staff:

Ms. Rebecca Chaves

Mr. William Becht

Ms. Karen Kurian

NAF Presenter

NAF Recorder

NAF Observer

Mr. Brian Bauer

Ms. Stacy Nelson

AF Presenter

AF Recorder

Proceedings: The meeting convened at 10:00 a.m. at 4800 Mark Center Drive, Room 05K25, Alexandria, Virginia.

NONAPPROPRIATED FUND

(1) Frederick, Maryland (Full Scale) (Chaves)

The full scale exhibits were distributed and reviewed. Ms. Chaves reported that the Midpoint-All Data was the line of record. There are no sport rates in the survey data. Analysis of the wage data by job average shows 7 jobs with 596 matches near the unit line, 3 jobs with 1,804 matches near the frequency line, 2 jobs with 56 matches near the midpoint line, and no ties; by grade average, 3 grades are near the unit line, 2 grades near the frequency line, 2 grades near the midpoint line, and no ties. Common firms were 81 out of 108 or 75%. The Staff-proposed line, Midpoint-All Data, provides an average increase of 2.38 % or 35 cents per hour.

MOTION: Ms. Webb moved, seconded by Mr. Munro, that the Staff-proposed line be recommended for adoption.

VOTE: The motion passed by unanimous vote.

(2) Washington, D.C. (Full Scale) (Chaves)

The full scale exhibits were distributed and reviewed. Ms. Chaves reported that the Midpoint-All Data was the line of record. There are 3 sport rates, 1 high and 2 low, in the survey data. Analysis of the wage data by job average shows 6 jobs with 1,594 matches near the unit line, 5 jobs with 3,828 matches near the frequency line, 1 job with 400 matches near the midpoint line, and no ties; by grade average, 4 grades are near the unit line, 3 grades near the frequency line, no grades near the midpoint line; and no ties. Common firms were 74 out of 109 or 68%. The Staff-proposed line, Midpoint-All Data, provides an average increase of 1.49 % or 29 cents per hour.

MOTION: Ms. Meriwether moved, seconded by Ms. Webb, that the Staff-proposed line be recommended for adoption.

VOTE: The motion passed by unanimous vote.

(3) Alexandria/Arlington/Fairfax, Virginia (Full Scale) (Chaves)

The full scale exhibits were distributed and reviewed. Ms. Chaves reported that the Unit-All Data was the line of record. There is 1 sport rate (high) in the survey data. Analysis of the wage data by job average shows 8 jobs with 3,167 matches near the unit line, 4 jobs with 4,062

matches near the frequency line, no jobs near the midpoint line, and no ties; by grade average, 4 grades are near the unit line, 3 grades near the frequency line, no grades near the midpoint line, and no ties. Common firms were 111 out of 159 or 70%. The Staff-proposed line, Unit-All Data, provides an average increase of 1.09 % or 18 cents per hour.

MOTION: Ms. Webb moved, seconded by Mr. Munro, that the Staff-proposed line be recommended for adoption.

VOTE: The motion passed by unanimous vote.

(4) Prince William, Virginia (Full Scale) (Chaves)

The full scale exhibits were distributed and reviewed. Ms. Chaves reported that the Frequency-All Data was the line of record. There are no sport rates in the survey data. Analysis of the wage data by job average shows 9 jobs with 759 matches near the unit line, 2 jobs with 1,401 matches near the frequency line, 4 jobs with 378 matches near the midpoint line, and no ties; by grade average, 4 grades are near the unit line, 2 grades near the frequency line, 3 grades near the midpoint line, and no ties. Common firms were 99 out of 140 or 71%. The Staff-proposed line, Midpoint-All Data, provides an average increase of 2.26 % or 35 cents per hour.

MOTION: Ms. Meriwether moved, seconded by Ms. Webb, that the Staff-proposed line be recommended for adoption.

VOTE: The motion passed by unanimous vote.

(5) Kent, Delaware (Wage Change) (Chaves)

The wage change exhibits were distributed and reviewed. The Staff-proposed line, Midpoint-All Data, provides an average increase of 2.59% or 37 cents per hour. The Committee adopted the Staff-proposed line by consensus.

APPROPRIATED FUND

(6) Little Rock, Arkansas (Full Scale) (Bauer)

Survey exhibits were distributed and reviewed. Mr. Bauer provided a summary of the survey results.

The Staff-proposed payline is the Unit (All Data) line. Data-Fit by Job Average: Thirteen of the 17 survey job averages with 1,091 samples representing 65.53% of the data fit the unit line, and the remaining 4 with 574 samples representing 34.47% of the data fit the frequency line. Data-Fit by Grade Average: Five of the 6 grade weighted averages with 1,383 samples representing 16 jobs and 83.06% of the data fit the unit line, and the remaining 1 with 282 samples representing 1 job and 16.94% of the data fit the frequency line. The trend lines do not cross. The Staff recommended the unit as the best-fit wage line.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.22 per hour at grade 1 to \$0.73 per hour at grade 15 with an average of \$0.4773 per hour, or 2.31%. The

increase from the present Rest of U.S. GS locality restricted schedule to the new unrestricted schedule averages \$1.8906 per hour, or 9.83%. This is the new average schedule lag prior to any FY 2017 pay increase.

MOTION: Ms. Webb moved, seconded by Mr. Munro, that the Staff-proposed line be recommended for adoption.

VOTE: The motion passed by unanimous vote.

(7) Boston, Massachusetts (Full Scale) (Bauer)

Survey exhibits were distributed and reviewed. Mr. Bauer provided a summary of the survey results.

The Staff-proposed payline is the Frequency (All Data) line. Data-Fit by Job Average: Six of the 20 survey job averages with 1,595 samples representing 23.27% of the data fit the unit line, and the remaining 12 with 5,258 samples representing 76.73% of the data fit the frequency line. Data-Fit by Grade Average: Four of the 9 grade weighted averages with 2,622 samples representing 12 jobs and 38.26% of the data fit the unit line, and the remaining 5 with 4,231 samples representing 8 jobs and 61.74% of the data fit the frequency line. The trend lines cross between grades 3 and 4. The Staff recommended the frequency line as most representative wage line.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.07 per hour at grade 1 to \$1.23 per hour at grade 15 with an average of \$0.6526 per hour, or 2.50%. The increase from the present Boston-Worcester-Providence, MA-RI-NH-CT-ME GS locality restricted schedule to the new unrestricted schedule averages \$4.6073 per hour, or 20.81%. This is the new average schedule lag prior to any FY 2017 pay increase. The increase from the present Rest of U.S. GS locality restricted schedule to the new unrestricted schedule averages \$4.9353 per hour, or 22.62%. This is the new average schedule lag prior to any FY 2017 pay increase.

MOTION: Ms. Webb moved, seconded by Mr. Munro, that the Staff-proposed line be recommended for adoption.

VOTE: The motion passed by unanimous vote.

(8) Boston, Massachusetts (Special Rate) (Full Scale) (Bauer)

The full scale exhibits pertaining to the special rate for Electrical Lineman were distributed and reviewed. Mr. Bauer provided a summary of the survey results.

The unrestricted rate increased \$2.74 per hour, or 6.59%. The increase from the present restricted schedule to the new unrestricted schedule is \$15.4300 per hour, or 53.46%. This is the new average schedule lag prior to any FY 2017 pay increase.

The Staff-proposed line was adopted by consensus.

(9) Portland, Oregon (Full Scale) (Bauer)

Survey exhibits were distributed and reviewed. Mr. Bauer provided a summary of the survey results.

The Staff-proposed payline is the Frequency (All Data) line. Data-Fit by Job Average: Ten of the 27 survey job averages with 2,998 samples representing 27.88% of the data fit the unit line, and the remaining 17 with 7,757 samples representing 72.12% of the data fit the frequency line. Data-Fit by Grade Average: Six of the 12 grade weighted averages with 3,948 samples representing 8 jobs and 36.71% of the data fit the unit line, and the remaining 6 with 6,807 samples representing 19 jobs and 63.29% of the data fit the frequency line. The trend lines cross between grades 4 and 5. The Staff recommended the frequency as the best-fit wage line.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.17 per hour at grade 1 to \$1.20 per hour at grade 15 with an average of \$0.6859 per hour, or 2.88%. The increase from the present Portland-Vancouver-Salem, OR-WA GS locality restricted schedule to the new unrestricted schedule averages \$1.2786 per hour, or 5.52 %. This is the new average schedule lag prior to any FY 2017 pay increase. The increase from the present Rest of U.S. GS locality restricted schedule to the new unrestricted schedule averages \$1.7533 per hour, or 7.73%. This is the new average schedule lag prior to any FY 2017 pay increase.

MOTION: Ms. Webb moved, seconded by Mr. Munro, that the Staff-proposed line be recommended for adoption.

VOTE: The motion passed by unanimous vote.

(10) Oklahoma City, Oklahoma (Wage Change) (Bauer)

Survey exhibits were distributed and reviewed. Mr. Bauer provided a summary of the survey results.

The area qualifies for an aircraft dominant industry and is adequate inside.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.15 per hour at grade 1 to \$0.44 per hour at grade 15 with an average of \$0.2960 per hour, or 1.40%. There is no lag from the present Rest of U.S. GS locality restricted schedule to the new unrestricted schedule prior to the FY 2017 pay increase. There is no lag from the present Dallas-Fort Worth, TX-OK GS locality restricted schedule to the new unrestricted schedule prior to the FY 2017 pay increase.

The Staff-proposed line was adopted by consensus.

(11) Wichita Falls, Texas-Southwestern Oklahoma (Full Scale) (Bauer)

Survey exhibits were distributed and reviewed. Mr. Bauer provided a summary of the survey results.

The area qualifies for an aircraft dominant industry and the reference area is Oklahoma City, Oklahoma.

The Staff-proposed payline, using the inside-the-area data only, is the Mid-Point (All Data) line. Data-Fit by Job Average: Ten of the 16 survey job averages with 630 samples representing 50.97% of the data fit the unit line, and the remaining 6 with 606 samples representing 49.03% of the data

fit the frequency line. Data-Fit by Grade Average: Four of the 9 grade weighted averages with 158 samples representing 4 jobs and 12.78% of the data fit the unit line, and the remaining 5 with 1,078 samples representing 12 jobs and 87.22% of the data fit the frequency line. The trend lines cross between grades 4 and 5. The Staff recommended the mid-point line as the most representative wage line.

The Staff-proposed payline, using the reference area data, is the Frequency (All Data) line. Data-Fit by Job Average: Nine of the 19 survey job averages with 607 samples representing 44.53% of the data fit the unit line, and the remaining 10 with 756 samples representing 55.47% of the data fit the frequency line. Data-Fit by Grade Average: Three of the 10 grade weighted averages with 152 samples representing 3 jobs and 11.15% of the data fit the unit line, and the remaining 7 with 1,211 samples representing 16 jobs and 88.85% of the data fit the frequency line. The trend lines cross between grades 2 and 3. The Staff recommended the frequency line as the best-fit wage line.

Application of the formula for adding the aircraft data resulted in a Staff-proposed payline derived as follows: the rates for all grades are from the within-area line.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.14 per hour at grade 1 to \$1.06 per hour at grade 15 with an average of \$0.5986 per hour, or 2.67%. The increase from the present Rest of U.S. GS locality restricted schedule to the new unrestricted schedule averages \$3.0606 per hour, or 15.35%. This is the new average schedule lag prior to any FY 2017 pay increase.

MOTION: Mr. Munro moved, seconded by Ms. Webb, that the Staff-proposed line be recommended for adoption.

VOTE: The motion passed by unanimous vote.

(12) Washington, District of Columbia (Wage Change) (Bauer)

Survey exhibits were distributed and reviewed. Mr. Bauer provided a summary of the survey results.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.66 per hour at grade 1 to \$0.01 per hour at grade 15 with an average of \$0.3333 per hour, or 1.34%. The increase from the present Washington-Baltimore-Arlington, DC-MD-VA-WV-PA GS locality restricted schedule to the new unrestricted schedule averages \$1.2120 per hour, or 5.07%. This is the new average schedule lag prior to any FY 2017 pay increase.

The Staff-proposed line was adopted by consensus.

(13) Albany, Georgia (Wage Change) (Bauer)

Survey exhibits were distributed and reviewed. Mr. Bauer provided a summary of the survey results.

The area qualifies for an artillery and combat vehicles dominant industry and the reference area is Nashville, Tennessee.

Application of the formula for adding the artillery and combat vehicles data resulted in a Staff-proposed payline derived as follows: the rates for all grades are from the within-area line.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.39 per hour at grade 1 to \$0.06 per hour at grade 15 with an average of \$0.2233 per hour, or 1.00%. The increase from the present Rest of U.S. GS locality restricted schedule to the new unrestricted schedule averages \$0.7886 per hour, or 3.65%. This is the new average schedule lag prior to any FY 2017 pay increase.

The Staff-proposed line was adopted by consensus.

(14) Columbus, Georgia (Wage Change) (Bauer)

Survey exhibits were distributed and reviewed. Mr. Bauer provided a summary of the survey results.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.11 per hour at grade 1 to \$0.27 per hour at grade 15 with an average of \$0.1893 per hour, or 0.91%. The increase from the present Rest of U.S. GS locality restricted schedule to the new unrestricted schedule averages \$2.0506 per hour, or 10.94%. This is the new average schedule lag prior to any FY 2017 pay increase. The increase from the present Atlanta—Athens-Clarke County—Sandy Springs, GA-AL GS locality restricted schedule to the new unrestricted schedule averages \$2.2973 per hour, or 12.43%. This is the new average schedule lag prior to any FY 2017 pay increase.

The Staff-proposed line was adopted by consensus.

(15) Charlotte, North Carolina (Wage Change) (Bauer)

Survey exhibits were distributed and reviewed. Mr. Bauer provided a summary of the survey results.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.19 per hour at grade 1 to \$0.29 per hour at grade 15 with an average of \$0.2400 per hour, or 1.03%. The increase from the present Rest of U.S. GS locality restricted schedule to the new unrestricted schedule averages \$3.5540 per hour, or 17.93%. This is the new average schedule lag prior to any FY 2017 pay increase. The increase from the present Charlotte-Concord, NC-SC GS locality restricted schedule to the new unrestricted schedule averages \$3.5526 per hour, or 17.93%. This is the new average schedule lag prior to any FY 2017 pay increase.

The Staff-proposed line was adopted by consensus.

(16) Tulsa, Oklahoma (Wage Change) (Bauer)

Survey exhibits were distributed and reviewed. Mr. Bauer provided a summary of the survey

The area qualifies for an ammunition dominant industry; however, there is no suitable reference area.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.12 per hour at grade 1 to \$0.54 per hour at grade 15 with an average of \$0.3280 per hour, or 1.48%. The increase from the present Rest of U.S. GS locality restricted schedule to the new unrestricted schedule averages \$0.9846 per hour, or 4.59%. This is the new average schedule lag prior to any FY 2017 pay increase.

The Staff-proposed line was adopted by consensus.

(17) Scranton-Wilkes-Barre, Pennsylvania (Wage Change) (Bauer)

Survey exhibits were distributed and reviewed. Mr. Bauer provided a summary of the survey results.

The area qualifies for an electronics dominant industry; however, there is no suitable reference area.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.22 per hour at grade 1 to \$0.36 per hour at grade 15 with an average of \$0.2866 per hour, or 1.31%. The increase from the present New York-Newark, NY-NJ-CT-PA GS locality restricted schedule to the new unrestricted schedule averages \$1.1953 per hour, or 5.69%. This is the new average schedule lag prior to any FY 2017 pay increase. The increase from the present Rest of U.S. GS locality restricted schedule to the new unrestricted schedule averages \$2.0333 per hour, or 10.09%. This is the new average schedule lag prior to any FY 2017 pay increase.

The Staff-proposed line was adopted by consensus.

ADDED ITEMS:

NONAPPROPRIATED FUND

(18) Brevard, Florida (Survey Specifications) (Chaves)

The survey specifications were distributed and reviewed. The Committee adopted the survey specifications by consensus.

APPROPRIATED FUND

(19) Wichita Falls, Texas-Southwestern Oklahoma (Addendum to Survey Specifications) (Bauer)

The proposed addendum to specifications was distributed and reviewed. Oklahoma City, Oklahoma was determined to be the nearest wage area with both adequate aircraft industry and data.

The Committee adopted the addendum as presented and by consensus.

The meeting adjourned at 10:30 a.m.



Eric Clayton
Alt. Chairman
DoD Wage Committee